

## *Eligibility Using the “Rule of 80” and Sick Leave*

# “Tip Sheet”

A member in the Employees’ System is eligible for Regular Service Retirement at age 65 with 5 years of Creditable Service. Also, if a member is at least age 50, they are eligible for Regular Service Retirement when their age plus years of service equal 80.

A Uniformed Retirement System member is eligible at age 55 with at least 6 years of Creditable Service or after 25 years of Creditable Service.

Accrued Sick Leave Credit means credit allowed a member at the rate of one (1) month for each one hundred seventy-two (172) hours of accrued unused sick leave, and pro rata credit for each fraction thereof.

## UNDERSTANDING THE “RULE OF 80”

Date of birth is a constant reference point for each member. Calculate age either at the current date or at the start date of employment with the county. Try with current date first. Establish age\*. Next, compute years of service using today’s date. Establish number of years of service\*. Add age plus service to get current total of age plus service. Find difference between current total and 80. Divide computed total by 2 to find how long it will take to add the additional years needed to reach the “Rule of 80”.

**EXAMPLE:** I am a member of the Employees’ System and today I am age 40 and 6 months; I have 16 years and 6 months of service. My total is 57 years. I need 23 years to get total of 80. I will be getting older as I work so I earn 2 years for each year worked. I divide 23 by 2 and get 11 years and 6 months to work to reach the “Rule of 80”. 40 years, 6 months plus 11 years 6 months equals age 52 when I can retire on Regular Service retirement. I will have 28 years service.

Alternate approach (same facts): I started work with Employees’ system when I was 24 years old. I would have to add 56 years to age plus service to equal 80. I am adding both at the same time. So I need to work 28 years to be eligible using the “Rule of 80”. I can retire when I am 52.

## UNDERSTANDING THE IMPACT OF SICK LEAVE

I have accumulated 746 hours of sick leave and I will have that much sick leave when I retire. 746 hours equals 4 months and 10 days service. Instead of retiring when I am age 52, I can retire 2 months and 5 days earlier. My sick leave balance will add 4 months and 10 days to my service credit so I will have 28 years, 2 months and 5 days service when I retire at age 51 years, 9 months and 26 days.

*\*To be most precise when calculating both your age and years of service, we recommend you use actual years, months and days. There is a handy resource on the Internet that can help you determine these numbers. Visit the Retirement Agency internet site [www.fairfaxcounty.gov/retbrd/agecalcu.htm](http://www.fairfaxcounty.gov/retbrd/agecalcu.htm) - you can insert your birth date and your employment start date to come up with appropriate years, days and months.*

*This “Tip Sheet” was prepared by the Retirement Agency for members of the Fairfax County Retirement Systems. If you have additional questions, please call 703-279-8200.*